

said they don't have to tell me and they don't want to." No appeal is allowed.

Arbitration need not use previous cases in rendering a decision, and they do not have to provide a written decision, as judges do, or provide for appeals. Arbitrators must make judgments under any rules laid down by the company, and that has caused some arbitrators to turn down these assignments.

"I personally have a problem with it," said Arnold Zack, an arbitrator and past president of the National Academy of Arbitrators. Employers often stack the deck, he said, "and we are for fair play." The National Employment Lawyers Association, made up of lawyers who represent employees, had threatened to boycott arbitration companies that hear mandatory arbitration disputes. The group has since worked out guidelines with arbitrators that halt some practices, like arbitrations in which employees cannot collect lawyers' fees if they win, but may have to pay employers' legal fees if they lose.

Many judges seem to have no problem with arbitration. Not only have they upheld arbitration decisions, but arbitration keeps many disputes out of crowded courts. Some judges are being enticed off the bench by the high pay of arbitration. One employee lawyer, Cliff Palefsky, said arbitrators charged up to \$500 an hour and commonly earned \$300,000 to \$400,000 a year.

Not all courts uphold arbitration, though, and employee lawyers continue to probe for a chink in the armor. One successful challenge was mounted by Jane Letwin, a lawyer in Fort Lauderdale, Fla., on behalf of her husband, Bob. According to Mrs. Letwin, when his employer, the Bentley's Luggage Corporation, demanded that all employees, even part-timers like Mr. Letwin, sign a contract agreeing to mandatory arbitration, he balked.

The Letwins said that when he refused to sign, Mr. Letwin was dismissed after eight months at the company. But Mrs. Letwin pressed her husband's claim with the National Labor Relations Board, contending unfair labor practices because the arbitration threat could be used to prevent labor from organizing. Mr. Letwin was reinstated with full back pay. Officials at Bentley's did not respond to requests for comment.

The trend in contracts has not escaped notice in Washington. Senator Russell D. Feingold of Wisconsin and Representatives Patricia Schroeder of Colorado and Edward J. Markey of Massachusetts, all Democrats, have proposed bills to protect employees. The Senate version says it would "prevent the involuntary application of arbitration to claims that arise from unlawful employment discrimination."

For now, experts expect the mandatory-arbitration trend to grow. And employees faced with the requirement on employment contracts appear to have two choices: take it or leave it.

CONGRATULATIONS TO DR. PATRICIA C. DONOHUE

HON. WILLIAM (BILL) CLAY
OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Friday, August 2, 1996

Mr. CLAY. Mr. Speaker, I applaud and salute Dr. Donohue on her tenure as President of the National Council for Occupational Education [NCOE].

Dr. Patricia C. Donohue has provided dynamic leadership as the 1995-96 president of the National Council for Occupational Edu-

cation. During her tenure, she focused on initiating exemplary policies and practices in economic development and workforce preparation for workers in our global economy. The NCOE's members are professionals in community and technical college education who serve as workforce development and occupational education resources for legislators and policymakers from various governmental agencies. NCOE also promotes innovative practices in community and technical colleges and tracks student achievement in these areas.

Early in Dr. Donohue's tenure, she convened a strategic planning process which established five critical goals for NCOE for the years 1995-1997.

The first goal is to transform education and training programs and structures to better prepare workers for the 21st century. The NCOE-produced monograph *Workforce Development* defines the need for national policy in this critical area and identifies strategies necessary for progress. NCOE provided copies of *Workforce Development* to congressional committees, Representatives, and Senators, for use in their important work on new education and workforce training legislation including efforts to streamline dozens of job training and education programs.

The second goal emphasizes improving legislative relations by the organization. A National Policy Response Team was implemented for this purpose. Team members made monthly visits to agencies and legislators on Capitol Hill in Washington, DC. The team provided information to legislators and facilitated communication with practitioners. In addition, the policy response team provided quick responses to congressional and agency requests.

The third goal is to collaborate in workforce preparation initiatives. Partnerships have been established with the National Council of Advanced Technology Centers. Network (a Department of Labor project), and the National Council on Community Service and Continuing Education [NCCSCE]. Monographs will be forthcoming from project partnerships with the League for Innovation and the National Center for Research on Vocational Education and also from the joint work with NCCSCE. The National Association for Manufacturing and the National Skill Standards Board are among other partners working with NCOE.

The fourth goal established is to inaugurate a leadership development program. Regional training conferences will be established to implement this goal.

The fifth goal is that of enhancing operating strategies for member services. In addition to improvements in the organization's newsletter, an Internet electronic Web page has been initiated to provide information and respond to questions.

Dr. Donohue also serves on the Commission on Community and Workforce Development of the American Association of Community Colleges [AACC]. She is a coauthor of a Commission Monograph on the community college role in implementing reforms in workforce preparation proposed in Federal legislation.

Again, congratulations and best wishes for continued success in your efforts with the National Council for Occupational Education as well as with St. Louis Community College.

CENTENNIAL CELEBRATION OF F. SCOTT FITZGERALD

HON. CONSTANCE A. MORELLA

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Friday, August 2, 1996

Mrs. MORELLA. Mr. Speaker, I rise today in honor of the city of Rockville's Centennial Celebration of F. Scott Fitzgerald. This year-long celebration will commemorate the centennial year of his birth as well as his association with the city of Rockville.

F. Scott Fitzgerald is widely regarded as having been one of America's foremost authors. The novels and short stories he wrote during the 1920's and 1930's were distinctly American in their cultural view, yet the humanity that his characters displayed was universal. His masterpiece, "The Great Gatsby," remains a mainstay in literature classes across the country. Francis Scott Key Fitzgerald passed away on Dec. 21, 1940. He now is buried alongside his wife, Zelda, his daughter, Scottie, and his parents and grandparents at Rockville's St. Mary's Cemetery.

The F. Scott Fitzgerald Centennial Committee has done an exceptional job in preparing this year of celebration. In addition to movie nights and theme months—April was "Roaring Twenties Month"—they have planned events to raise public awareness about Fitzgerald's life and his current literary heirs. In September they have planned a "Gatsby Ball" for charity, with all profits from the evening going to Rockville Arts Place. Also in September is the first ever F. Scott Fitzgerald Literary Conference at the Montgomery College Theater Arts Building, located at Montgomery College's Rockville Campus. This event will be marked by the presentation of the first F. Scott Fitzgerald Literary Prize to William Styron, author of the Pulitzer Prize-winning novel "The Confessions of Nat Turner," as well as many other works, including 1979's "Sophie's Choice."

I know my colleagues will join me in recognizing the citizens of Rockville who have given their time to help in the remembrance of one of America's premier writers: John Moser and Don Boebel, Co-Chairs of the F. Scott Fitzgerald Centennial Committee; Hon. Rose G. Krasnow, mayor of the city of Rockville; the members of the city of Rockville Public Information Office. As this centennial year continues, let us all remember F. Scott Fitzgerald and his literary creations.

CONGRESSIONAL PENSION FORFEITURE ACT

HON. RANDY TATE

OF WASHINGTON

IN THE HOUSE OF REPRESENTATIVES

Friday, August 2, 1996

Mr. TATE. Mr. Speaker, today I am proud to introduce the Congressional Pension Forfeiture Act with my colleagues, Mr. RIGGS and Mr. DICKEY. The three of us have worked long and hard to define this important, historic legislation to deny pension benefits to Members of Congress convicted of federal felonies. I'd like to thank them for their hard work, and I think I can speak for all three of us in thanking Mr. HOEKSTRA, chairman of the Speaker's Task Force on Reform, for his continued interest and involvement in our efforts.